

Poulos, Nicholas

From: Solares-Hand, Sabrina <Ssolareshand@providenceri.gov>
Sent: Wednesday, January 30, 2019 5:12 PM
To: [REDACTED]@yahoo.com
Cc: Pollock, Nicole
Subject: Separation Agreement and NDA
Attachments: image001.png; Separation Agreement - Sybil F. Bailey.pdf

Hello Sybil,

I am writing to follow-up with the separation agreement/NDA we discussed. [REDACTED]
[REDACTED] Please let me know what your thoughts are.

The document references "Exhibit A" as a reference letter. [REDACTED]
[REDACTED]

[REDACTED] Let me know if that's how you would like to move forward.

On your phone - It's no problem allowing you to retain your phone and number. I will need to know which provider you would like the number switched to so that I can provide it to Telecommunications for the switch.

Thank you Sybil.

[cityseal]<<http://provnet.providenceri.com/wp-content/uploads/cityseal.png>>

Sabrina Solares-Hand
Director of Operations
Office of Mayor Jorge O. Elorza
Providence City Hall
25 Dorrance Street
Providence, RI 02903
ssolareshand@providenceri.gov<<mailto:ssolareshand@providenceri.gov>>
(401) 680-5000
Call to Connect | PVD311<<http://www.providenceri.gov/pvd-311/>>

From: Sybil Bailey <[REDACTED]@yahoo.com>
Sent: Thursday, January 31, 2019 11:49 AM
To: ssolareshand@providenceri.gov
Cc: npollock@providenceri.gov
Subject: Re: Separation Agreement and NDA

Thank you for your email and the separation proposal attached.

Sincerely,
Sybil

On Wednesday, January 30, 2019, 9:19 PM, Sybil Bailey <[REDACTED]@yahoo.com> wrote:

On Wednesday, January 30, 2019, 7:59 PM, Sybil Bailey <[REDACTED]@yahoo.com> wrote:

Poulos, Nicholas

From: Solares-Hand, Sabrina <Ssolareshand@providenceri.gov>
Sent: Thursday, January 31, 2019 10:03 PM
To: 'Sybil Bailey'
Subject: RE: Separation Agreement and NDA
Attachments: image001.png; image002.png; Separation Agreement - Sybil F. Bailey.pdf

Hello Sybil,

[REDACTED]

[REDACTED] Please let me know if you plan to agree to these terms. I have updated the agreement to reflect the increase in severance and attached it here.

Thank you,
[cityseal]<<http://provnet.providenceri.com/wp-content/uploads/cityseal.png>>

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From: Sybil Bailey [mailto:[REDACTED]@yahoo.com]
Sent: Thursday, January 31, 2019 12:41 PM
To: Solares-Hand, Sabrina
Subject: Fw: Separation Agreement and NDA

Sent from Yahoo Mail for iPhone<<https://yho.com/footer0>>

Begin forwarded message:

On Thursday, January 31, 2019, 12:30 PM, Sybil Bailey <[REDACTED]@yahoo.com> wrote:

On Thursday, January 31, 2019, 11:48 AM, Sybil Bailey <[REDACTED]@yahoo.com> wrote:
Hi Sabrina,

Poulos, Nicholas

From: Sybil Bailey <[REDACTED]@yahoo.com>
Sent: Friday, February 1, 2019 12:13 PM
To: Solares-Hand, Sabrina
Cc: Jeff Kasle
Subject: Re: Separation Agreement and NDA

Dear Sabrina,

Thank you for your prompt response and I do think that we are very close to closure on this matter. I do have just a couple more questions and some things that I do need clarification on as they are unfamiliar to me.

The first question is pertaining to my severance for a year and how I will be paid. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I appreciate your prompt responses to this and I am really looking forward to closing this asap. [REDACTED]

[REDACTED]

Sincerely,
Sybil

Sent from Yahoo Mail for iPad

On Thursday, January 31, 2019, 10:03 PM, Solares-Hand, Sabrina <Ssolareshand@providenceri.gov> wrote:

Hello Sybil,

Poulos, Nicholas

From: Solares-Hand, Sabrina <Ssolareshand@providenceri.gov>
Sent: Saturday, February 2, 2019 2:26 PM
To: 'Sybil Bailey'
Cc: Jeff Kasle
Subject: RE: Separation Agreement and NDA
Attachments: image001.png; image002.png; image004.png; Separation Agreement - Sybil F. Bailey - Final.pdf

Hello Sybil,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,
[cityseal]<<http://provnet.providenceri.com/wp-content/uploads/cityseal.png>>

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From: Sybil Bailey [mailto:[REDACTED]@yahoo.com]
Sent: Friday, February 1, 2019 12:13 PM
To: Solares-Hand, Sabrina
Cc: Jeff Kasle
Subject: Re: Separation Agreement and NDA

Dear Sabrina,

Poulos, Nicholas

From: Sybil Bailey <[REDACTED]@yahoo.com>
Sent: Sunday, February 3, 2019 10:51 PM
To: Sabrina Solares-Hand
Cc: Jeff Kasle
Subject: Re: Separation Agreement and NDA

Hello Sabrina,

After reviewing your latest offer I am requesting more clarification and consideration on a few items that have not yet been answered or that have not been discussed previously. Below are the items I am requesting your attention:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I am hoping that we can close this negotiation process tomorrow February 4, 2019 and work on my transitioning out of City hall. I do need to come to City hall tomorrow to sign paperwork in retirement [REDACTED]
[REDACTED] I will also provide my resignation letter under separate email. I am hopeful that we can bring this to closure tomorrow.

Thank you.

Sent from Yahoo Mail for iPad

On Saturday, February 2, 2019, 5:09 PM, Sybil Bailey <[REDACTED]@yahoo.com> wrote:

Sent from Yahoo Mail for iPhone

Begin forwarded message:

On Saturday, February 2, 2019, 2:26 PM, Solares-Hand, Sabrina <Ssolareshand@providenceri.gov> wrote:

Hello Sybil,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thank you.

Poulos, Nicholas

From: Sybil Bailey <[REDACTED]@yahoo.com>
Sent: Monday, February 4, 2019 11:30 AM
To: Sabrina Solares-Hand
Cc: Sybil Bailey
Subject: Draft farewell announcement

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sent from Yahoo Mail for iPad

Poulos, Nicholas

From: Solares-Hand, Sabrina <Ssolareshand@providenceri.gov>
Sent: Monday, February 4, 2019 4:05 PM
To: Sybil Bailey
Subject: RE: Draft farewell announcement
Attachments: 0D4BB6518AC7421E97179554C40828A9[216177].png

Hi Sybil,

If you have any edits to this, let me know. After we close the loop on your agreement I will have this sent as we discussed via text – from your City email with your personal address blind copied.

Thank you,

[cityseal]<<http://provnet.providenceri.com/wp-content/uploads/cityseal.png>>

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From: Sybil Bailey<[mailto:\[REDACTED\]@yahoo.com](mailto:[REDACTED]@yahoo.com)>
Sent: Monday, February 4, 2019 11:30 AM
To: Solares-Hand, Sabrina<<mailto:Ssolareshand@providenceri.gov>>
Cc: Sybil Bailey<[mailto:\[REDACTED\]@yahoo.com](mailto:[REDACTED]@yahoo.com)>
Subject: Draft farewell announcement

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sent from Yahoo Mail for iPad<<https://overview.mail.yahoo.com/?src=iOS>>

Poulos, Nicholas

From: Solares-Hand, Sabrina <Ssolareshand@providenceri.gov>
Sent: Monday, February 4, 2019 8:50 PM
To: [REDACTED]@yahoo.com
Subject: Updated Separation Agreement
Attachments: OD4BB6518AC7421E97179554C40828A9[396691].png; Separation Agreement - Sybil F. Bailey - Final 2.4.19.pdf

Hello Sybil,

Per our earlier conversation, here is the updated separation agreement. [REDACTED]

[REDACTED]

Once you return a signed copy, I will also sign and return the fully engaged draft. Can you have this returned to me by morning?

[REDACTED] Can you please also send me the name of your new cell phone carrier? I need to have your number switched over from our City account.

[REDACTED] I am fine with you cleaning out your office this week during business hours. When you are done, and before EOW can you please leave your keys, ID, and any other work issued items at my office?

Thank you Sybil,

[cityseal]<<http://provnet.providenceri.com/wp-content/uploads/cityseal.png>>

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Poulos, Nicholas

From: Sybil Bailey <[REDACTED]@yahoo.com>
Sent: Monday, February 4, 2019 9:07 PM
To: Solares-Hand, Sabrina
Subject: Re: Updated Separation Agreement

Thank you Sabrina.

I will do my best to get this to you tomorrow as soon as possible. [REDACTED]

[REDACTED] I will come to City hall following that appt.

Thanks again Sabrina. I will be in touch

Sent from Yahoo Mail for iPad

On Monday, February 4, 2019, 8:50 PM, Solares-Hand, Sabrina <Ssolareshand@providenceri.gov> wrote:

Hello Sybil,

Per our earlier conversation, here is the updated separation agreement. [REDACTED]

[REDACTED]

Once you return a signed copy, I will also sign and return the fully engaged draft. Can you have this returned to me by morning?

[REDACTED] Can you please also send me the name of your new cell phone carrier? I need to have your number switched over from our City account.

[REDACTED] I am fine with you cleaning out your office this week during business hours. When you are done, and before EOW can you please leave your keys, ID, and any other work issued items at my office?

Thank you Sybil,